



Region 4 Sector Partnerships

BRAD RHORER, REGION 4 WORKS COUNCIL CHAIR

Sector Partnerships

Demand Driven

Faced with the need for skilled, ready-to-work applicants; regional, employer-driven partnerships of industry, education and training, and other community stakeholders have come together to create sector partnerships in Region 4.



Sector Partnerships

Goals

- Focus on the workforce needs of key industries in Region 4. This is a primary focus on manufacturing.
- Meet the skills needed, recruitment, and retention needs of Region 4 industry employers and the training, employment, and career advancement needs of workers.
- Identify initiatives that strengthen Region 4 and the region's overall economic vitality.

Sector Partnerships

Importance of regional partners

- Address the needs of employers by focusing intensively on the workforce needs of a specific industry sector over a sustained period, often concentrating on a specific occupation or set of occupations within that industry;
- Address the needs of workers by creating formal career paths to good jobs, reducing barriers to employment, and sustaining or increasing jobs;
- Bolster regional economic competitiveness by engaging economic development experts in workforce issues and aligning education, economic, and workforce development planning;
- Engage a broader array of key stakeholders through partnerships organized by workforce intermediaries; and
- Promote systemic change that achieves ongoing benefits for the industry, education, community, and workforce.

Strategic Partnerships



Community

- Unemployment is historically low and labor force participation rate has not rebounded since 2000.
- Education pipeline shows we will be approximately 30,000 short workers short to meet projected annual talent needs.
- Those workers needing to reengage in the workforce have significant barriers to employment: child care, housing, mental health and substance abuse.



Education

- Students lack information about industry occupation demands.
- School counselors do not have the capacity to provide occupational information, as they only have time to focus on students with highest needs and provide wraparound services vs. career counseling.
- Indiana has a student to counselor ratio of **620:1**
- Students and parents' knowledge of and interest in occupations do not match occupations in demand.



Industry

- Need for skilled ready-to-work applicants.
- Available workers lack right skills - Soft skills and specific skills lacking.
- Depleted pool of applicants.
- Education pipeline not sufficient to fill workforce needs.
- Struggle to find adequate workforce to meet industry needs.
- Education and training programs not aligned with employer demand.

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Align

Strategic partnerships connects Region 4 industry in order to develop workforce development strategies within the specified industry:

- Industry Members
- K-12
- Adult Basic Education
- Community Colleges: Ivy Tech Community College
- Universities: Purdue University, Purdue Polytechnic and Vincennes University
- Community-Based Organizations
- Human Services Organizations
- Workforce Boards
- Economic Development Organizations

Strategic Partnerships



Strategic Partnerships

Educational Partnerships



High School: Project Lead the Way, Conexus High School Internships and Hire Technology Program, Youth Summit, Manufacturing Week



Vincennes University: AIM, Precision Machining Program and Manufacturing Focused Degree Programs



Purdue Polytechnic: Two and Four Year Industry Focused Degree Programs

Sector Partnerships

Successes

Region 4 workforce development successes as a result of sector partnerships:

- USDOL Ready to Work Grant: Work and Learn Long-term unemployed
- Skill UP Indiana
- Skills Enhancement Fund (SEF)
- Military Recruitment Partnerships
- Advancing Mfg. Initiative: We have Jobs Here / We have Training Here
- Conexus High School Internship Program
- Youth Career Connect Grant: MSSC - dual credits
- CTE Career Awareness grants under the Works Council
- Manufacturing Day/Week: High Schools across the region
- Manufacturing Effect Day: Devoted to educators and administrators to learn more about manufacturing
- Youth Summits: Career awareness, Employability Skills, Job Fair – High Schools
- EARN Indiana

Questions